



OTSG/MEDCOM

Medical Evaluation Board (MEB)/ Physical Evaluation Board (PEB)

Overview Brief





MEB Briefing



Introduction

- Physical Disability Evaluation System (PDES)
- Regulatory Guidance
- Medical Evaluation Board (MEB) Process
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 - Role of the Physical Evaluation Board Liaison Officer (PEBLO)
 - Role of the Case Manager (CM)
 - Role of the Commander
 - Role of the Soldier
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- MEB Appeals Process
- Physical Evaluation Board (PEB)/Physical Disability Agency (PDA)
- Army vs. Veterans Affairs (VA) Disposition
- Medical Evaluation Board Internal Tracking Tool (MEBITT)
- Questions



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Physical Disability Evaluation System (PDES)

- The purpose of the Physical Disability Evaluation System (PDES) is to determine the fitness and applicable disability benefits of Service Members with duty related impairments
- Reduces the number of soldiers that are non-deployable, while implementing processes that protect a soldiers rights and status, and return as many trained soldiers to duty as early as possible
- Provides for due process rebuttals and appeals throughout the process



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Regulatory Guidance

- DOD Directive 1332.18, Separation or Retirement for Physical Disability
- DOD Instruction 1332.38, Physical Disability Evaluation
- DOD Instruction 1332.39, Application of the Veterans Administration Schedule for Rating Disabilities
- AR 600-60, Physical Performance Evaluation System
- AR 40-400, Patient Administration
- AR 40-501, Standards of Medical Fitness, CHAPTERS 3 & 7
- AR 635-40, Physical Evaluation for Retention, Retirement, or Separation
- Veteran's Administration Schedule for Rating Disabilities (VASRD)



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Medical Evaluation Board (MEB) Purpose

- Designed to evaluate the Active Duty or the Reserve Component member's Medical Condition(s) to determine if they **do or do not meet the medical retention standards IAW AR 40-501, Chapter 3**
- Documents a soldier's medical status and duty limitations
- Refers soldiers to Physical Evaluation Board (PEB) if necessary



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MEB Process

- MEB is not a board, but rather an **informal** process comprised of at least **two physicians** who compile, assess, and evaluate the medical history of a Soldier and determine how the injury/disease will respond to treatment protocols
- A senior Physician will review and act as final approval authority for an MEB
- MEB convened to document a Soldier's medical status and duty limitations in accordance with Army Regulation 40-501, Standards of Medical Fitness
- Soldier is entitled to ***optimal*** medical benefit (OMB)
- The MEB Process begins when optimum medical care has been reached or when your medical condition for being capable of performing further duty can be determined
- Soldier may already have a Permanent Profile with a three (3) or a four (4).
- The physician must be ready to dictate a Narrative Summary (NARSUM), which is a summary of all your medical conditions
- Refers Soldiers to Physical Evaluation Board (PEB) if necessary



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MEB Process

- Rehabilitation Phase (*occurs before MEB is initiated*):
 - Soldier may undergo a series of treatments to include surgery, therapy or trial of duty
 - Timelines depend on when Optimal Medical Benefit is reached
 - Normally placed on a temporary profile
 - Temporary profile is converted to a permanent profile
 - If Return to Duty determination cannot be made; an MEB is initiated
- Physician Phase (*this initiates the MEB*):
 - Conducts a physical examination
 - Reviews Soldier's Medical History
 - Initiates the necessary consults
 - Dictates Narrative Summary (NARSUM)
 - Completes the Profile



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MEB Process

- PEBLO Phase (*throughout PDES process*):
 - Coordinates the part 1 & part 2 of the Physical Exam with the MEB Physicians
 - Counsels about rights and benefits
 - Provides the soldier with continuous update on their MEB status
 - Assembles soldiers case file with all relevant documentation for completion of MEB packet
 - Counsels soldier about findings and recommendations
 - Coordinates all PEB requirements as necessary



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MEB Process

- PEB Phase (*occurs when MEB is forwarded to PEB for Adjudication*):
 - Adjudicates boards to determine physical Fitness/ or Unfitness to continue military service
 - Determines level and type of disability compensation
 - Eligibility for disability severance pay or disability retirement
 - Evaluates Soldier being able to perform duties appropriate to his/her rank and branch/Military Occupational Specialty (MOS)
 - The PEB is comprised of two levels of boards: Informal/Formal
 - A board (Informal or Formal) is composed of three very Senior, experienced military or civilian members
 - The presiding officer will normally be a Colonel
 - In addition each board has a personnel management officer (normally a field grade officer or civilian equivalent) and a medical member
 - By law, all PEBs considering a Soldier of the Reserve Components (RC) will have an USAR/ARNG member



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Role Of The Physician

- Apply the Medical Retention Standards as dictated in AR 40-501
- Responsible for all elements dictated in the Physician Phase
- Complete Narrative Summary (NARSUM) and Profile IAW PDA Medical Examiners Guidance
- Ensure the NARSUM is consistent with all profiles



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Role Of The Physical Evaluation Board Liaison Officer (PEBLO)

- The PEBLO counsels the Soldier or if the MTF determines that Soldier is not mentally competent; the PEBLO counsels the designated next-of-kin on MEB/PEB findings, related rights and benefits
- Once notified of MEB initiation, the PEBLO will contact Soldier and schedule an initial briefing
- PEBLO Counseling Checklist (DA Form 5893-R): PEBLO use this form to counsel Soldiers throughout the process. This document will be signed by the PEBLO and the Soldier at the time of PEB election and forwarded for inclusion in the record of proceedings
- Provides the Soldier with authoritative and timely answers to their questions



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Role Of The Physical Evaluation Board Liaison Officer (PEBLO)

- Schedules Physical Examinations
- Coordinate with the Case Manager for necessary Board related Medical Appointments and Consults
- The PEBLO will prepare and mail the request for the Commander's Evaluation Letter and personnel/administrative data
- Educate the Soldier and the Command on the PDES process
- Advise the Command on the soldiers progress
- Ensure MEB packet is prepared and distributed in a timely, complete, and accurate manner to the PEB



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Role Of The Case Manager

- Facilitate the timely scheduling of MEB appointments and coordinating results of specialty consults
- Closely manage appointments for Soldiers undergoing MEB processing
- Consult with PEBLO reference status of required clinical evaluations/documentation, appointments, required orders needed for extension on active duty
- Assist Medical Officer with execution of individual Soldier Plan of Care
- Assists all team members, particularly Soldier/Family Member, to establish realistic, measurable goals with consideration to desires of patient and benefit limitations, available resources



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Role Of The Commander

- Prepare the Commander's Letter
- Provide Line of Duty (LOD) to the Soldier prior to acceptance into Medical Health System (MHS)
- Ensure all applicable personnel/administrative information requested by the PEBLO is provided
- Maintain accountability and visibility of the Soldier



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Role Of The Soldier

- Attend all appointments – contact counselor if unable to make an appointment with no shows will be reported to Soldier's Commander
- Complete the History Form **prior to physical**
- Must complete comprehensive Physical Exam
- Assist the Command in providing required personnel/administrative data:
 - Leave and Earning Statement (LES)
 - Enlisted Record Brief (ERB)/Officer Record Brief (ORB)
 - Last 3 Non-Commissioned Officer Evaluation Reports (NCOERs)/Officer Evaluation Reports (OERs)
 - Army Physical Fitness Test (APFT)
 - Provide copies of Approved Retirement or Separation Orders
 - Provide copies of Orders for recent promotions or demotions
- Soldier will turn in your Outpatient Medical Records to PEBLO as soon as possible
- Concur/Non-concur with all outcomes from PEBLO counseling within the scope of rights/benefits and Due Process afforded to the Soldier



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MEB Process

- MEB proceedings will be recorded on DA Form 3947 (Medical Evaluation Board Proceedings) to include:
 - Diagnosis
 - NARSUM
 - Addendums/Clinical Notes
 - Profile
 - Physical
 - Medication Profile
 - Soldier personnel/administrative data
- The MEB will only state you do or do not meet retention standards IAW AR 40-501, Chapter 3
- Soldier will review the findings/recommendations and **will have** three (3) working days to concur/nonconcur
- Soldier will receive a copy of the MEB and supporting documents at time of process completion



MEB Briefing



MEB Dispositions

- If you meet retention standards within the limits of your profile (including trial of duty) you are returned to duty in your MOS
- If you do not meet retentions standards, your case will be referred to the Physical Evaluation Board (PEB) for further disposition or processed as EPTS (AR 635-40, Ch. 5)
- If the MEB is a MOS/Medical Retention Board (MMRB) directed MEB, your case is forwarded to the Physical Evaluation Board (PEB) unless findings results in downgraded profile; then profile is returned MMRB
- If Soldier is from another branch of service, the case will be forwarded to the respective branch of service, for further disposition IAW their rules and regulations



MEB Appeals Process

- If disagreeing, Soldier can write a rebuttal/appeal which goes to the Deputy Commander of Clinical Services (DCCS), for review
- DCCS Review will decide:
 - MEB stands as written
 - Can send back to MEB physician for further information
 - Can forward with attachments or additional notes (directed MMRB or PEB)



MEB Briefing



Physical Evaluation Board (PEB)/ Physical Disability Agency (PDA)

- PEBs, subordinate elements of the PDA
- Evaluate and adjudicate all cases of physical disability equitably for the Soldiers and the Army
- PEB responsible for making the findings and recommendations required by law; PDA will finalize case
- Establish the eligibility of a Soldier to be separated or retired because of physical disability
- The PEB is the only entity in the Army that can recommend fit or unfit for continued Military Service
- If found unfit, the PEB will recommend the appropriate compensation benefit
- The disability rating is determined by the severity of the medical condition and in accordance with the Veterans Affairs Schedule for Rating Disabilities (VASRD)



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Physical Evaluation Board (PEB)/ Physical Disability Agency (PDA)

- Not every medical condition is given a rating; only those medical conditions that render you unfit for further military service will be rated
- Once the PEB has rendered a recommendation, a DA Form 199 will be prepared
- You will be notified immediately to schedule a review of the findings and recommendations, usually within 24 hours
- You are given ten (10) calendar days to concur/non concur.
- If the Soldier is not on Active Duty, the PDA Processing Branch publishes the order; all others are processed through Installation Transition Centers (TSC)
- Physical Disability Branch (PDB) Analyst enters a separation date of NLT **30** days into TRANSPROC for Reserve Component (RC)
- PDB Analyst makes the TRANSPROC entry for Soldiers on Active Duty not more than **90** days from date of notification
 - PDRL
 - TDRL
 - SWOB
 - SWSP



Disability Dispositions

- **Separate with Severance Pay (SWSP)**
 - 0% - 20% rating and less than 20 years service
- **Separate without Benefits (SWOB)**
 - Not in Line of Duty; or
 - Existed prior to service & not service aggravatedIf less than 8 years active service
- **Permanent Disability Retirement List (PDRL)**
 - 0% - 20% (20 years of service)
 - 30% or higher rating
- **Temporary Disability Retirement List (TDRL)**
 - PDRL eligible AND the disability is not stable for rating
 - 5 year tenure max
 - Periodic re-exams (12-18 months)
 - Minimum of 50% base pay
- **Return to Duty**



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Physical Disability Evaluation System Processing Timeline Goals

Phases

Color Key

- MEDCOM Actions
- HRC Actions
- Installation Actions

Rehabilitation Phase

Temp Profile (NTE 1 yr)

Surgery, PT, trial of duty, etc.
Rehab Complete

Physician issues P3/ P4
Meets medical retention standards - No

Meets medical retention standards - Yes

Re-class, 6 mos probation status, Retain, MEB

60 days to conduct MMRB

Optimal Care Achieved

MEB Physician Phase

Perm Profile

14 days to complete physical Exams (Part I/Part II)

Physician/ Soldier Appt Review clinical data
Consults
Dictates Board

NARSUM

90 Days

PEBLO Phase

PEBLO assemble case, counsel Soldier on MEB/PEB
(Soldier has 72 hrs to appeal to DCCS)

Mail to PEB

(InFormal/Formal Appeal)

40

Findings Determined

PEB/PDA Review
PDB message via TRANSPROC, Installation receives, cuts orders

Transition Out

- Transitional leave (AC)
- PTDY (AC)
- Clearing time:
< or = 30 days (RC)
< or = 90 days (AC)

Unit & Transition Point coordinate separation date

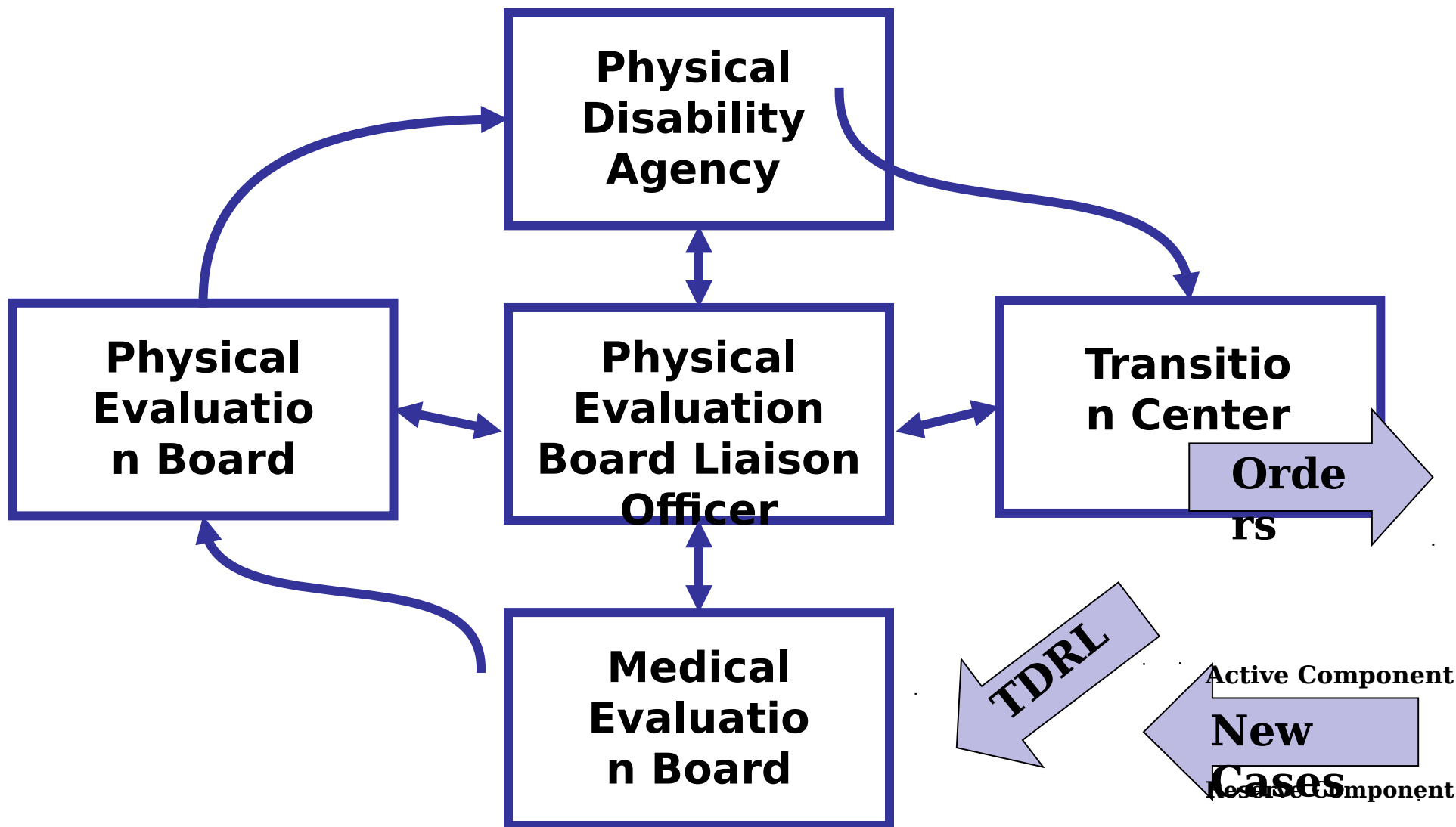
Final Out



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The Disability Case Flow





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US Army Versus VA Disposition

- Army rates only conditions determined to be physically unfitting, compensating for the loss of a military career
- VA may rate any service-connected impairment, thus compensating for loss of civilian employability
- Army ratings are permanent upon final disposition
- VA rating may fluctuate with time, depending upon the progress of the condition
- Army disability compensation is affected by years of service and basic pay
- VA compensation is a flat amount based upon the percentage of rating received.



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Medical Evaluation Board Internal Tracking Tool (MEBITT)

- System fielded to Military Treatment Facilities (Tracks the individual Soldier from initiation of the Medical Board thru final disposition)
- Provides MTF access to real time and historical data
- Provides MTFs the ability to conduct data analysis, provide updates on soldiers MEB status, and identifies when cases have exceeded processing standards
- System managed and operated by the MEDCOM and data input by PEBLO



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QUESTIONS ????????